What are Characteristics of Professional Development?
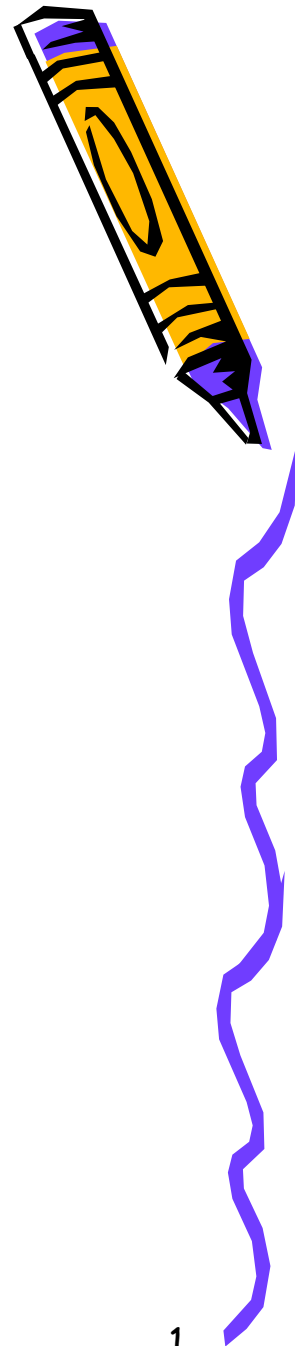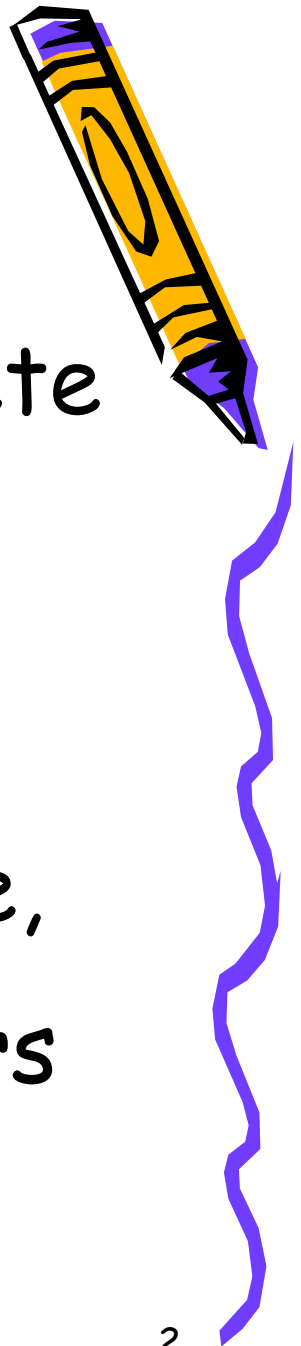
Characteristics of Professional Development

- It engages educators in concrete tasks of teaching, assessment, observation, and reflection to understand the processes of learning.

- It is collaborative, engaging colleagues in sharing knowledge, and providing opportunities to draw on the expertise of others in the professional community.
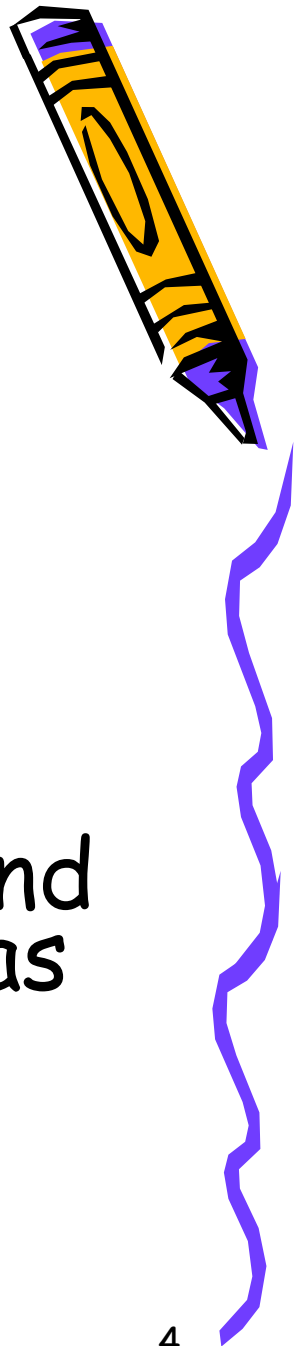
Characteristics of Professional Development

- It is grounded in knowledge about teaching and learning.
- It is grounded in inquiry, reflection, and experimentation.
- It is sustained, ongoing, intensive, and supported by modeling, coaching, and collective problem solving to develop a strong sense of efficacy.

Characteristics of Professional Development

- It provides sufficient time and follow-up and practice to assimilate new learning.
- It demonstrates respect for teachers as adult learners.
- It offers intellectual , social, and emotional engagement with ideas materials, and colleagues.

Characteristics of Professional Development

- It incorporates knowledge of the change process.
- It is both content and context specific: it takes into account the skills, understandings, knowledge, and attitudes of the learner.

Characteristics of Professional Development

- It is supported by school and district leadership that establishes professional growth and problem solving as a priority supported by rewards and incentives.

- It focuses on teachers as central to student learning, yet includes all other members of the school community.

Characteristics of Professional Development

- It reflects best available research and practice in teaching, learning and leadership.
- It is evaluated on the basis of its impact on teacher effectiveness, and student learning: this guides subsequent professional development efforts.
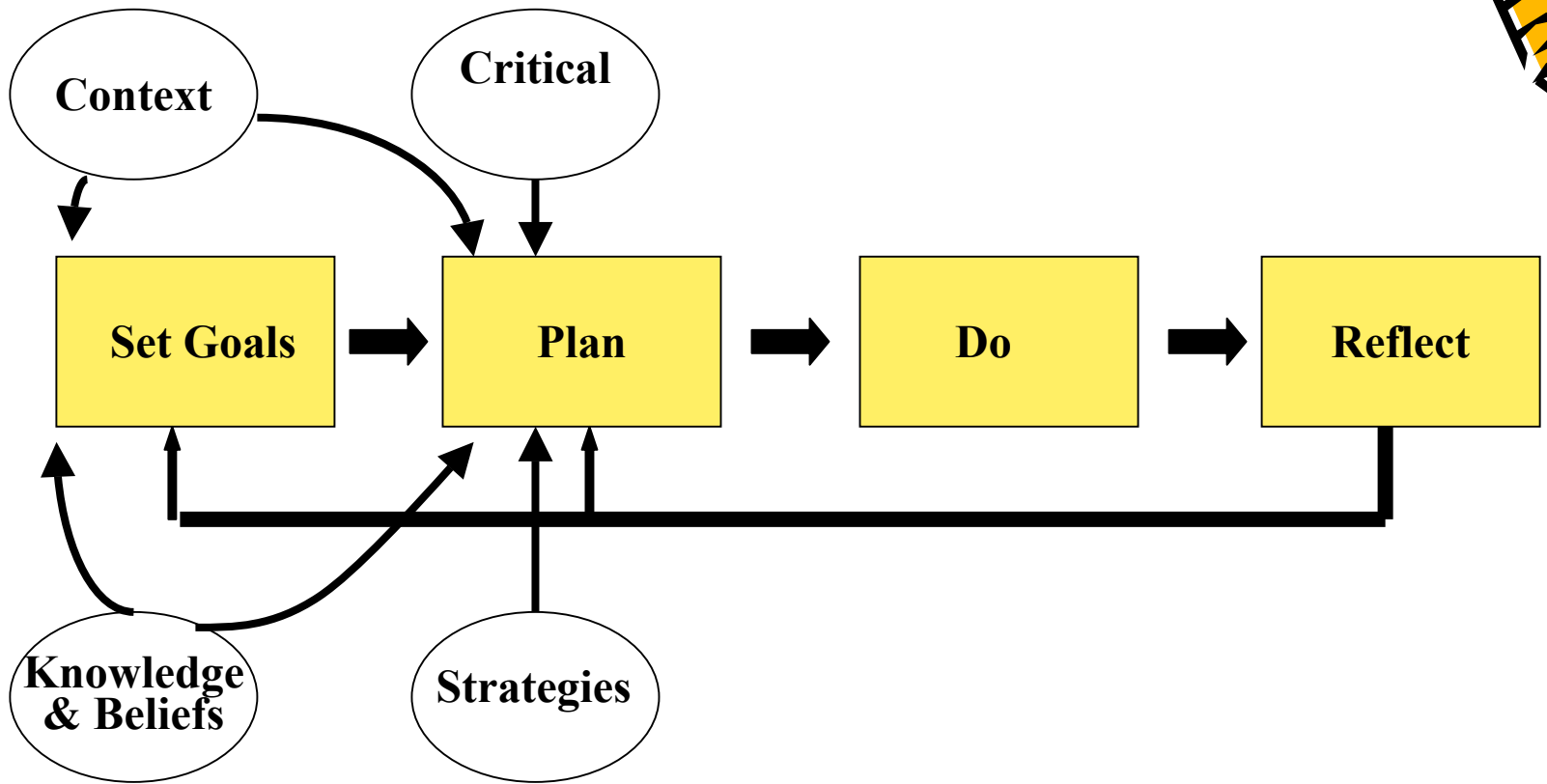
Characteristics of Professional Development

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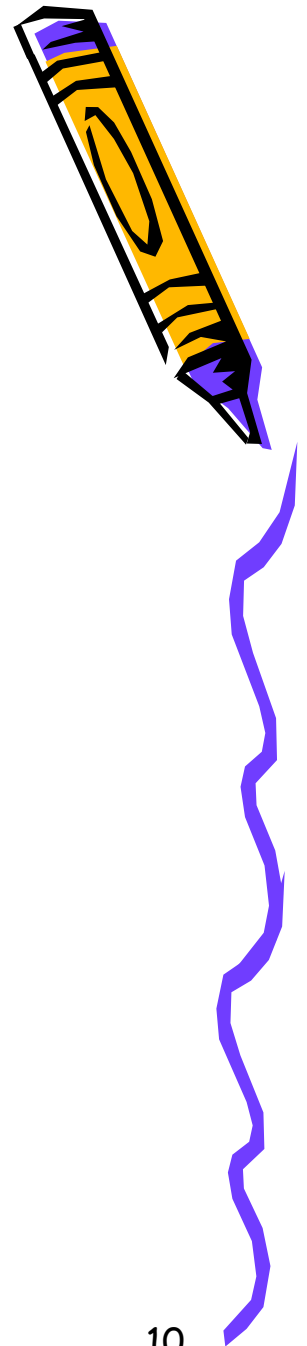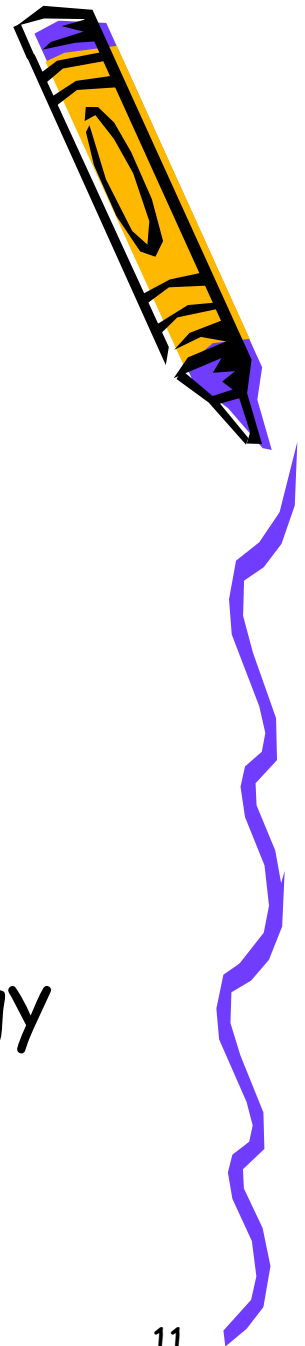
A Framework of PD

Context

Critical

| Set Goals | → | Plan | → | Do | → | Reflect |

Knowledge & Beliefs

Strategies

Strategies for Professional Development Guskey

Training

Study Groups

Observation/ Assessment

Inquiry/Action Research

Individually Guided Activities

Mentoring

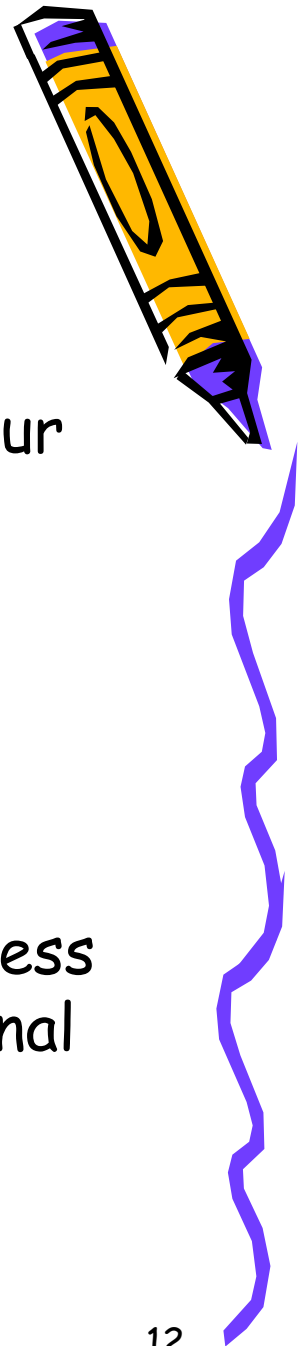Development/ Improvement Process

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Strategies for Professional Development

- A brief definition of the strategy
- A summary of the strategies main points
- Why this strategy is effective
- Examples of use of this strategy from their own experience
- Future applications of this strategy to their own situation

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Purposes and Strategies for Engaging in Professional Learning

- Which purposes are most commonly used in your district or building?

- Which purposes would you like to add to your professional development plans? Why?

- What are some barriers and how can you address them to add these purposes to your professional development plans?